

# New Pre-Apprenticeship Program Begins

**Wilmington, DE February 26, 2019**– Delaware Department of Labor, Division of Employment and Training, Office of Apprenticeship and Training has developed a new Registered Pre-Apprenticeship Program to complement its existing Registered Apprenticeship programs. The Office will approve the program providers and will post a list of qualified pre-apprenticeship programs on its website.

Being a part of a Pre-Apprenticeship program is ideal for individuals who lack experience or education, but want to build a solid foundation to start a successful career. As Delaware's unemployment rate drops, disadvantaged and underrepresented populations will be at a greater risk of being left behind. Pre-Apprenticeship opportunities will allow these populations to gain the needed hard and soft skills for a successful career.

Pre-Apprenticeship Programs refer to a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program. Pre-Apprenticeship Programs are designed to:

1. Create a qualified pipeline of individuals ready to become Registered Apprentices;
2. Expand Registered Apprentices to include underrepresented participants such as non-traditional gender or race/ethnicity, disadvantaged populations, or low-skilled workers; and
3. Recognize credit for related education or training.

"The creation of this program is another step that the Delaware Department of Labor is taking to assist populations

that historically have had barriers to gain entry or advancement in the workforce,” said Stacey Laing, Director of the Division of Employment and Training. “This also provides another tool for businesses to tailor the workforce to better meet their needs.”

Registered Apprenticeship is an effective “earn while you learn” model with a long history of providing career ladders and pathways to the middle class, particularly for the building and construction industry but increasingly in other industries as well. In calendar year 2018, the average starting wage for an apprentice was \$14.70/hour (\$29,400/year), with wages upon completion averaging at \$24.00/hour (\$48,000/year). These results demonstrate the advantages a Registered Apprenticeship offers in providing both a significant wage gain and clear career path for entry-level workers.

Quality pre-apprenticeship programs can play a valuable role in preparing qualified entry-level workers for Registered Apprenticeship careers while contributing to the development of a diverse and skilled workforce. Through a variety of unique program designs and approaches, pre-apprenticeship programs can be adapted to meet the needs of diverse populations being trained, the various employers and sponsors they serve, and specific opportunities within the local labor market.

The Pre-Apprenticeship Policies and Procedures, and Application were released on February 15, 2019, and can be found on the website. For more information about the pre-apprenticeship program or how to become a recognized pre-apprenticeship program through the Delaware Office of Apprenticeship and Training, please email [apprenticeship@delaware.gov](mailto:apprenticeship@delaware.gov) or visit our website <https://det.delawareworks.com/apprenticeship-and-training.php>.

The [Division of Employment and Training](#) provides services

enabling employers and job seekers to make informed employment and training choices leading to employment.

**Contact: Jennifer Zeberkiewicz**

**[Jennifer.zeberkiewicz@state.de.us](mailto:Jennifer.zeberkiewicz@state.de.us)**

**302-761-8002**